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Annex "A," Subparagraph 1o,

Sociological Background

LABOR RELATIONS AND ORGANIZATION

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The relations between employer and employees developed in Finland towards the end of the nineteenth century on a voluntary basis with labor contracts. In Finnish law a labor contract is an agreement under the terms of which one party, the worker, undertakes to work for a second party, the employer, in return for remuneration and under the direction and super-
467 vision of the latter. The first labor organizations were born around the same time, and in 1907 a central body, the Organization of Finnish Trade Unions, was established. During the Russian revolution however, it became Communist controlled, and inner friction resulted. In 1930 the whole organization was abolished by the